

THE  
**FUTURE  
OF  
AMERICA'S  
NATIONAL  
PARKS**

First Annual  
Centennial Strategy for

# Eugene O'Neill National Historic Site

August 2007

CENTENNIAL INITIATIVE



**Site:** EUON

**Year:** 2007

**Vision Statement**

The mission of the four-park team (EUON, JOMU, POCH, RORI) is to engage visitors with the stories and resources of each park by achieving the highest level of interpretation and the best possible resource condition while ensuring visitor and worker safety. We work together to maximize our knowledge and skills and value a management approach that recognizes innovation, the individuality of each employee, the unique qualities of each park, and a team that works cooperatively for the benefit of the four parks.

Eugene O'Neill National Historic Site was designated as a memorial to Eugene O'Neill, his life, and his internationally recognized contributions to American theatre. Visitors will be moved by the power of place at the site and recognize the critical transformative role that the arts play in our lives.

**Park/ Superintendent/ Program Manager**

Martha J. Lee

Site: EUON

STEWARDSHIP

☒ Provide inspiring, safe, and accessible places for people to enjoy - the standard to which all other park systems aspire.

☒ Other Park/ Program performance goal(s)

Safety is the responsibility of every employee; it is an obligation we have to ourselves, co-workers, and visitors. As part of our continuing effort to maintain our excellent safety record at Eugene O'Neill NHS, we have established an employee safety committee, executive safety committee and collateral duty safety officer. Working together, we are committed to making safety our first priority.

Our safety policy will be updated and reviewed each year.

Our disaster and emergency plans will be reviewed and updated each year.

Our continuity of operations plan will be reviewed and updated each year.

Lead Rangers will be required to take first responder training. Basic first aid and CPR will be held annually for all staff to participate, including volunteers.

Employees will attend a two-day safety standdown.

Every all employee staff meeting will have a safety presentation by one of our employees.

☒ The work described currently is supported by OFS and/ or PMIS

Site: EUON

STEWARDSHIP

☒ Improve the condition of park resources and assets.

☒ Rehabilitate high-priority historic buildings to good condition, and help communities to preserve their history through programs like Preserve America.

Increase staff to manage an efficient facilities management program and implement our historic structures report and preventative maintenance to keep the resources in their current condition. Preserve and maintain historic buildings in good condition at Eugene O'Neill NHS by painting potting shed and incinerator, Tao House interior, old barn exterior, and chicken coop. Coordinate Tao House interior painting with historic window and screen repair. Project has been input to resurface historic swimming pool.

☒ The work described currently is supported by OFS and/ or PMIS

☒ Improve high-priority assets to acceptable condition, as measured by the Facility Condition Index.

Maintain park visitor use facilities in top condition.  
Develop efficient and sustainable visitor facilities.  
Augment the current staff of three front line maintenance workers with seasonal staff and include the experience and technical knowledge of a gardener/horticulturalist which is a shared position between John Muir NHS and Eugene O'Neill NHS.

☒ The work described currently is supported by OFS and/ or PMIS

☒ Other Park/ Program performance goal(s)

Implement treatment plan for Cultural Landscape Report to facilitate restoration and rehabilitation of the landscape based on its documented history.

Complete plantings of trees and ground cover outside the courtyard wall of the Tao House

Reestablish historic trees, shrubs, and ground covers in the area immediate surrounding Tao House.

Reestablish walnut trees along Kuss Road.

Rehabilitate the historic character of the O'Neill pool area by removing features and vegetation and restoring missing features and vegetation. This would also involve design and installation of an irrigation system to the pool area.

☒ The work described currently is supported by OFS and/ or PMIS

Site: EUON

STEWARDSHIP

☒ Encourage children to be future conservationists.

☒ Other Park/ Program performance goal(s)

Provide an 8 week long work-learn-earn program where youth work, learn, and earn together on projects that further development and conservation. Students learn about orchard pest management, park operations and develop an understanding and appreciation about Eugene O'Neill.

☒ The work described currently is supported by OFS and/ or PMIS

Site: EUON

ENVIRONMENT

☒ Reduce environmental impacts of park operations.

☒ Other Park/ Program performance goal(s)

The park purchase a large CNG bus to transport visitors to and from the park. Use of an alternative fuel vehicle will reduce polluting exhaust emissions and help demonstrate the service's commitment to clean energy and sustainability.

Develop a Fleet Management Plan to share fuel efficient vehicles between four park complex.

☒ The work described currently is supported by OFS and/ or PMIS

Site: EUON

RECREATION

☒ Establish "volun-tourism" excursions to national parks for volunteers to help achieve natural and cultural resource protection goals.

☒ Other Park/ Program performance goal(s)

Foster volunteer community participation in a variety of resource stewardship activities.

☒ The work described currently is supported by OFS and/ or PMIS

Site: EUON

RECREATION

☒ Expand partnerships with schools and boys and girls associations to show how national park experiences can improve children's lives.

☒ Other Park/ Program performance goal(s)

Deliver high quality and relevant education programs that inspire and engage students and artist of all ages as well as the general public through experiences at the site in improved facilities and new programs.

Work with the Eugene O'Neill Foundation to expand the Student Days to connect inner city youth with America's only Nobel Prize winning playwright.

Develop a Junior Ranger Program at Eugene O'Neill NHS to provide interpretive programming for the currently under served children who visit the site and who study historic sites in their schools and service clubs.

Develop a Junior Ranger booklet of activities and questions would be developed about playwright Eugene O'Neill, the Tao House and its grounds, directed at 6-12 year olds.

☒ The work described currently is supported by OFS and/ or PMIS

Site: EUON

RECREATION

☒ Focus national, regional, and local tourism efforts to reach diverse audiences and young people and to attract visitors to lesser-known parks.

☒ Increase visitation by 25 percent at lesser-known parks through a national tourism effort aimed at helping people to discover the breadth of parks and experiences.

Work with the Eugene O'Neill Foundation, the City of Danville, and community groups to increase Eugene O'Neill's profile in local and bay area communities. Offer a variety of experiences that meet the needs of our diverse communities, and increase the number of facilitated visitor programs. Expand virtual visitor center into the community, at the Railroad Museum in the City of Danville and wayside exhibits in the city offices.

Update the second floor video of the Tao House to be accessible to hearing impair visitors. Create captions and audio description, and purchase assistive listening equipment to make the video highlighting the second floor of the O'Neill home fully ADA compliant.

Design, fabricate and install ADA compliant permanent exhibits in the Eugene O'Neill visitor center. ADA compliant exhibit will also be designed and installed at the pick up point where visitors are met and brought, via bus to the site.

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☒ Increase the number of visitors that attend ranger-facilitated programs such as campfire talks, hikes, and school programs.

Develop a public outreach program specific to Eugene O'Neill NHS which includes programs conducted in the local communities; schools, service clubs, recreation clubs, special events, roving visitor contact stations, and speakers bureau.

An effective public outreach program would reach approximately 1500 additional people per year, a 30% increase from current statistics.

☒ The work described currently is supported by OFS and/ or PMIS

Site: EUON

EDUCATION

☒ Cooperate with educators to provide curriculum materials, high-quality programs, and park-based and online learning.

☒ Other Park/ Program performance goal(s)

Create and implement age appropriate curriculum based education programs on Eugene O'Neill and the art of theater. Target audience would be high school.

Student would be introduced to Eugene O'Neill and his transformation of modern American drama, play writing, collaboration, and artistic excellence.

The San Francisco Bay Area is served by many theatre companies that could serve as potential partners for the park in creating educational programs and performance opportunities. The park's friends group, the Eugene O'Neill Foundation is also an important partner in this endeavor. The Foundation created a high school level curriculum based program focusing on O'Neill's great biographical work "Long Day's Journey Into Night." Implementation of this proposal would provide an opportunity to partner with the Foundation and incorporate their work into the park's curriculum.

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Site: EUON

EDUCATION

☒ Introduce young people and their families to national parks by using exciting media and technology.

☒ Other Park/ Program performance goal(s)

Deliver high quality and relevant education programs that inspire and engage.

Create the first orientation video for Eugene O'Neill NHS. An orientation video would provide an engaging way to introduce O'Neill and his contributions. For visitors with little or no knowledge of the man or his work, this is essential if they are to better appreciate and gain from the guided tour of the house.

Create a Junior Ranger booklet that is designed for on site use, but can be sent to off-site program participants with access to information through the park's website.

☒ The work described currently is supported by OFS and/ or PMIS



Site: EUON

**PROFESSIONALISM**

☒ Be one of the top 10 places to work in America.

☒ Meet 100 percent of diversity recruitment goals by employing people who reflect the face of America.

Recruit, develop and retain a diverse workforce that represents the demographics of the San Francisco Bay Area.

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